

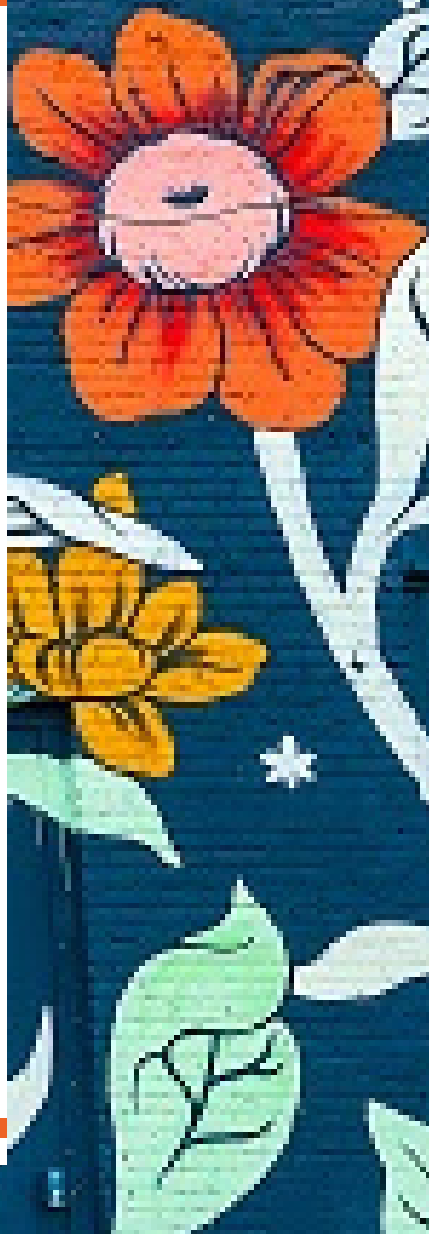
YEAR OF VALUES

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# WE LEARN & WE SHARE

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PROVOCATION NO. 7



*Unless*

you try to do  
something beyond  
what you have already  
mastered, you will  
never grow.”

- Ralph Waldo Emerson -

It isn't enough to simply identify talent. Where there is awareness, there needs to be action; when there is action, growth is more likely to occur. When we are willing to take that next step with talent, all the awes, ahhhs, and ahas turn into awesome outcomes.

During our Stay Hungry quarter, we touched on the importance of having a growth mindset to continue learning, developing new skills, exploring new opportunities, and taking on new challenges.

This quarter, let's explore how growth and fixed mindsets relate to our talents and strengths.

## People with a fixed mindset:

- spend more time assessing their talents instead of developing them
- believe that just being innately talented in a particular area will, in and of itself, create great outcomes — even if you don't put in much effort
- tend to blame their shortcomings on their talents, or lack thereof, rather than their efforts
- spend more time thinking about how they can appear talented than learning how to better deploy the talents they possess

## People with a growth mindset:

- view talent as “just the beginning” of their journey to excellence
- push through adversity and bounce back quickly in the face of failure
- put more energy into learning from setbacks instead of using setbacks as a way to rate themselves
- achieve more than those with fixed mindsets

It is essential to go beyond a fixed mindset of just identifying our talents.

Often, we deploy a fixed mindset geared towards our talents because we choose to focus on developing our weaknesses.

So, what can we do to apply a growth mindset to our natural talents?

When we take the time to invest in our talents, through hard work and intentional development, we turn them into strengths that we can continue to hone and develop over time.

# *Remember*

talent x investment = strengths